The A. F. of L. Weekly News Service gives a brief summary of important matters affecting labor, occurring in the industrial, legislative and judicial fields, and such other information that will benefit the trade union movement.

AMERICAN FEDERATION OF LABOR

WEEKLY NEWS SERVICE

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What or how can we reason but from what we know!—Pope.

WHOLE NO. 1127. WILLIAM GREEN, President WASHINGTON, D. C., SATURDAY, NOVEMBER 12, 1932 FRANK MORRISON, Secretary VOL. 22, NO. 36.

Labor Must Forge the Way

The fifty-third convention of the American Federation of Labor, which opens in Cincinnati on November 21, meets under more serious conditions than has confronted any of the preceding conventions.

Over eleven millions of ablebodied working men and women are totally unemployed. A large portion of them and their dependents have to rely on public and private charity for food, clothing and shelter.

Competent authorities declare that around six millions of children are suffering malnutrition because of the distressed conditions of the unemployed workers.

Moreover, the employed workers have suffered great diminution in their living standards because of part-time employment and reduced earnings.

The right to work, declared by the last convention to be necessary for the liberty of the workers, remains a phantom right because those who own and control industry refuse to recognize it.

Business leaders admit their complete bankruptcy in methods to stop the depression and start recovery.

It evidently remains for organized labor to provide the plan necessary to end this bankruptcy and bring about employment for all the workers.

According to William Green, president of the American Federation of Labor, the job of ending the tragedy of economic paralysis will be among the major tasks of the A. F. of L. convention. In an editorial in the current issue of the "American Federationist," Mr. Green says:

"The opportunity of leadership by Labor holds unparalleled possibilities.

"Organized society has thus far been primarily concerned with providing protection for property rights—but unless society develops proportionate concern for social welfare and assures opportunities for a good life to all, our social structure will collapse from incompetency.

"Responsibility falls upon labor to organize wage-earners for their economic and social progress and thereby to promote higher levels of living for all society. We can not plan for Labor's progress without considering the relationships and structures into which wage-earners fit, so we have to give outside those matters which concern Labor primarily to the larger problem of industrial and governmental policies.

"New problems will come before the Cincinnati Convention which must be met in the light of changed and changing conditions. We must not be so shackled to precedents that we fail to see new aspects of human justice. We want continuity not necessarily of practices, but of ideals.

"We need to turn unreservedly to organization of workers in the unorganized industries in order to the establishment of standards assuring social justice in our democracy."

The Cincinnati convention, speaking not only for organized labor but for all working men and women, will undoubtedly meet the requirements of the hour and forge the way from depression and unemployment to jobs and social justice standards for the entire body of wage-earners.

Defeat of Representative LaGuardia

In the defeat of Fiorello H. LaGuardia of the twentieth Congressional district of New York for re-election to the United States House of Representatives, working men and women not only of his district but of the entire country lose one of their best friends.

He was the joint author of the Norris-LaGuardia anti-injunction bill which was enacted into law at the last session of Congress. He was a recognized leader in Congress and exercised great influence in behalf of measures supported by labor and in opposition to legislation which labor opposed.

His faithfulness and devotion to the interest of the workers was trenchantly pointed out by William Green, president of the American Federation of Labor, in the following tribute during the campaign:

"Congressman LaGuardia's record is one hundred per cent favorable to Labor. I regard him as an outstanding champion of Labor's rights and of Labor's legislative program in the Congress of the United States."

Representative LaGuardia refused to jump when the party bosses cracked their whip, refused to knuckle to them when their proposals were against the interests of the workers.

Organized labor will miss Mr. LaGuardia in the newly-elected Congress. His patriotic record in defense of the public interest warrants his return as soon as the machinery of elections will permit.

Shorter Work Day and Work Week

The prospects for the early realization of organized labor's demand for the application of the legitimate shorter work day and work week are improved by President-elect Roosevelt's emphatic endorsement of the shorter hours policy for both Government employes and workers in private industry.

By the "legitimate" shorter work day and work week, organized labor means shorter hours shall be applied without loss of pay or equivalent privilege.

In his Boston speech, on October 31, Mr. Roosevelt, in discussing his various remedies for unemployment, said:

"In addition there has been long overdue a reduction of the hours of work and the number of working days per week. The growth of functions of modern industry are the cheapening of production and the lessening of the toil of man.

"These fruits will be dead fruits unless men earn enough so that they can buy the things that are produced and have the leisure for the cultivation of body, mind and spirit which the great inventions are supposed to make possible.

"This means that government must set an example in the case of its own employes. It means also that government must exert its persuasive influence to induce industry to do likewise."

Mr. Roosevelt also indorsed the speedy application of the shorter hours principle in a message to the New York State Federation of Labor convention on August 25.

To compel the workers in either Government service or private industry to buy a shorter work day and work week by reduced pay is neither political nor industrial statesmanship. It should have no standing in either the policy of the Government or in private industry.

End of Smoot, Bingham and Jones

The defeat of Reed Smoot of Utah, Hiram Bingham of Connecticut, and Wesley L. Jones of Washington for re-election to the United States Senate deservedly retires to private life three outstanding enemies of working men and women.

All of them voted in favor of confirming the appointment of Judge Parker to be a member of the Supreme Court—a judge who upheld the yellow dog contract and went out of his way to declare it was lawful.

All of them voted in favor of the sales tax, which is an attempt to transfer the burden of taxation from wealth and those able to pay to the backs of the poor.

Senators Jones and Bingham voted against the Norris-LaGuardia anti-injunction bill and Senator Smoot was recorded as absent and not voting on this most important labor measure. They also voted against prohibiting the use of convict labor on public roads for which the Government made partial appropriation.

In addition, Senator Smoot voted against the child labor amendment to the Federal Constitution, against the Clayton Act, and against an increase in wages for Federal employes. As the A. F. of L. declared, "His record is most unfavorable to labor."

Senator Bingham also voted against the protection of free labor in competition with convict-made goods, against differential pay for night work in the postal service, and took an antagonistic position on other measures designed to benefit the workers. President Green of the A. F. of L. said in a statement during the campaign, "Senator Bingham has never voted in favor of any labor legislation before Congress."

Senator Jones, in addition to his reactionary position on the anti-injunction bill and the confirmation of Judge Parker and other labor measures, voted against freeing the seamen.

In opposing those three Senators for re-election, the American Federation of Labor applied the first principle of its nonpartisan political policy, namely: "To stand faithfully by our friends and elect them, oppose our enemies and defeat them." Peace to their political ashes.

Six Million Undernourished Children

On many occasions during 1931 and 1932 the American Federation of Labor has pointed to the existence of six million children suffering malnutrition as one of the strongest reasons why Federal, State and local governments and the owners and managers of industry should adopt whatever measures are necessary to provide work for the millions of unemployed and thus enable parents to give their children adequate and proper food.

During the presidential campaign the existence of these six million undernourished children was used in literature and discussion criticizing the Republican administration. The United States Public Health Service was cited as the authority for the figures.

In his Indianapolis speech, President Hoover declared he had a letter from the Public Health Service denying having made such a statement. This was in effect an impeachment of the figures used by organized labor.

The fact is that Mr. Hoover himself first presented these figures to the public, before one of his own conferences.

In opening the White House Conference on Child Health and Protection, on November 19, 1930, Mr. Hoover said:

"Statistics can well be used to give emphasis to our problems. One of your committees reports that out of 45,000,000 children * * * 6,000,000 are physically handicapped."

The committee of the Conference referred to by Mr. Hoover was the the Committee on Special Classes, whose chairman was Dr. Charles S. Berry.

In his report to the Conference, occupying fifteen pages of the official proceedings, Dr. Berry, under the heading, "Significant Findings," said:

"There are in the United States ..... 6,000,000 children (approximately) suffering from malnutrition."

In addition to Dr. Berry, the Committee on Special Classes was composed of ten outstanding authorities in child welfare.

Campaign orators may have embellished these figures with colorful pictures of underfed school children "fainting at their desks," but that embellishment does not refute the fact that six million children suffer from lack of food.

The Public Health Service may not have made the original statement. But it was made by responsible authorities of the White House Conference on Child Health and Protection and originally given to the public by Mr. Hoover himself.

Scharrenberg Stresses Necessity For Labor Laws to Protect Workers

California State Federation of Labor Secretary Explains Principles of Legislation Sponsored by Trade Unions and Lists Notable Number of Protective Measures Placed on Statute Books.

San Francisco, Calif.—The importance of certain types of labor laws for the protection of working men, women and children and the influence of the trade unions in securing their enactment, were emphasized by Paul Scharrenberg, secretary of the California State Federation of Labor and editor of the "Seamen's Journal," in a radio address here on "Labor Legislation."

In discussing the subject of American labor laws, Mr. Scharrenberg said, in part:

American Labor Legislation

"With respect to labor legislation in general, we must remember that the policy of the American labor movement has differed fundamentally from European policy.

"In America organized labor demands legislation for such purposes only as the individual workers of workers cannot obtain for themselves.

"In other words, the American workers, in Congress and in the various State legislatures, have fought for legislation for the protection and promotion of the life and interests and for the accomplishment of their highest ideals.

Protective Laws Advocated

"Thus labor has fought for legislation providing for the abolition of child labor; sanitation and safety in life and work; sanitation in factory, shop, mill and home; workmen's compensation in preference to employers' liability; the regulation of convict labor; the enactment of laws such as the LaFollette Seaman's Bill, the labor provisions of the Clayton law, and the more recent limitation of injunctions in labor disputes, together with trials of contempt cases as provided in the Norris-LaGuardia anti-injunction bill.

"Labor also played a conspicuous part in the securing of a secret ballot through the introduction of the Australian ballot system in the 90's.

"All these laws work for freedom, for right, for justice.

"These reforms the workers cannot secure without law, because they are governmental functions and cannot be accomplished by private agencies.

"To summarize, the American labor movement is founded upon the principle that self-help is the best help, and that the exercise by the workers of their economic power is after all the greatest and most potent power which they can wield.

Social Legislation

"In recent years, social trends and economic pressure have modified the policy of the American Federation of Labor, particularly with respect to social insurance.

"For example, the American Federation of Labor is now committed to the principle of old age pensions and has prepared a model bill for introduction in the various States.

"Following an increasing approval by affiliated groups of the principle of unemployment insurance, the Executive Council of the American Federation of Labor has also declared for a system of compulsory unemployment insurance, by the Federal Government.

Free Employment Agencies

"Among the many labor laws sponsored by the American Federation of Labor or its various State branches, the following may be mentioned in addition to those already noted:

"Free public employment agencies and effective regulation of private employment agencies; labor camp sanitation, and better housing laws; better sanitary conditions in factories, workshops, mines and other workshops; preference for citizens on public works; prohibition of the payment of the prevailing rate of wages on all public works; compelling truthful advertising during strikes and lockouts; legal protection for the union label; the semi-monthly pay law; greater educational opportunity for the workers, such as university extension, vocational education, part-time schools, free textbooks and last but not least, the effective exclusion of Oriental labor."

Mr. Scharrenberg's address was the last one in a series on current labor problems given every Sunday for ten weeks under the sponsorship of the National Advisory Committee on Radio in Education with the co-operation of the Workers' Education Bureau of America, the American Federation of Labor, and the University of Chicago Press, which publishes the lectures in pamphlet form. The addresses were broadcast over the network of the Columbia Broadcasting System.

The first address in this series was given on Labor Sunday, Sept. 4, by Frank Morrison, secretary of the American Federation of Labor, who discussed the open and closed shop.

SHORTER HOURS OF LABOR CURE FOR UNEMPLOYMENT

President Howard of Typographical Union Says Reducing Length of Work Day and Work Week Is Best Measure to Provide Jobs for Idle.

Indianapolis, Ind.—The great value of trade union collective bargaining in protecting the workers from the ravages on their welfare made by the revolutionary introduction of labor-displacing machinery under the exclusive domination of profit-mad employers and their engineers was stressed by Charles P. Howard, president of the International Typographical Union, in a radio address here.

Mr. Howard said, in part:

"The importance of collective bargaining in America today is emphasized by the very character of the present economic crisis. Technological development and use of machines in almost every line of production one hundred years ago, when the average six days per week produces what it required seven days to produce under methods previously used.

"It is not possible to dispose of that which is produced in three days during eight hours a day six days a week. As a consequence, with their machines and modern methods, it requires the services of fewer workers to produce the same quantity as was formerly produced by all those engaged in the industries, and those whose services are not required swell the ranks of the unemployed.

Unemployment Creates Social Distress

"Some of the workers displaced by machines have been absorbed by newly-developed lines of industry. Those who could not be absorbed have involuntarily enlisted in the army of the unemployed.

"Not being able to sell their labor, they are unable to buy and consume that which is produced by their more fortunate brothers and the machines they operate. This results in reducing the 'domestic demand' upon which the prosperity of the nation rests.

"Because of the inability of those displaced to buy, other industries are unable to sell. They soon discontinue or curtail operations. This adds more workers to the lists of the unemployed and continues the vicious circle which brought to the investor loss of profit or bankruptcy, hard times to management, and hunger, misery and suffering to the unemployed millions and their dependents.

Union Remedy for Unemployment

"What a different story would have been told during the past three years had all the classes of workers been effectively organized to deal with the situation collectively!

"As new machines and more efficient methods were developed, the working time would have been reduced and wage standards maintained that would have increased the purchasing power of the great mass of wage workers upon which the prosperity of the nation depends.

"Where necessary the working time would have been divided to avoid the evils of unemployment. And instead of a long period of financial, commercial and industrial stagnation, a nation would have quickly recovered from the effects of adverse old-world conditions.

Distribution of Wealth

"Many of the nation's leaders have declared there must be a wider distribution of wealth. And yet there is little evidence that they have been able to interpret this depression in the terms of human values. Apparently they are blind to everything but its immediate effect upon business.

"This indicates the perverted philosophy of putting dollars and cents above the welfare of men, women and children. Many seem incapable of appreciating that unemployment means suffering, hunger and despair for millions, and at the same time bankruptcy for a large part of the nation's business and industry.

"The experience of this panic should make it less difficult for our leaders to properly evaluate the elements essential to make a nation truly great."

FAMILY SUPPORT FORCED UPON EMPLOYED WOMEN

Survey by U. S. Women's Bureau Shows Two-thirds of 14,000 Studied Furnish Aid for Dependents—11,000,000 Employed Women Not Responsible for Unemployment of Men.

Washington.—The great majority of gainfully employed women have been forced to assume an important share in family support, declared Miss Mary V. Robinson of the Women's Bureau, U. S. Department of Labor.

The study of the family responsibilities of 14,000 business and professional women the Bureau found that two-thirds of them "have taken the entire or partial maintenance for dependents, Miss Robinson said. Seventy-tenths of the married women, over seven-tenths of the widowed, and three-fifths of the single women were carrying such economic burdens.

Depression Hits Women

"Business conditions," Miss Robinson added, "have been suffering as severely as men from the depression through loss of jobs, wage cuts, lowering of employment standards, and in many instances through demands on them to shoulder heavier economic burdens as a result of the unemployment of male wage earners in the family.

"Technological changes constitute another serious problem for business women today, since increasing use of machines is revolutionizing office as well as factory work. There is danger of such changes displacing workers and lowering wages unless there is careful adjustment of the women involved and safeguarding of their interests.

"Women have suffered severe losses to a great variety of jobs, since they were found to some extent in all but 56 of the 334 occupations listed by the 1930 census. That year showed approximately 11,000,000 women as against 25,000,000 men in gainful occupation, or about one-fifth of the total number of women as compared with about three-fourths of the men.

Double Wage Standard

"The non-money theory still so unfairly applied to business women has helped to keep their wages lower than those of men in similar jobs. The double wage standard is like a two-edged sword, it works against both men and hardship to men, tending to lower their wages, especially in a time of acute unemployment.

"Women's employment is not in the final analysis responsible for the unemployment of men. A study of the industrial revolution of the last century shows that there was no shift from women by developing home industries into factory processes. It is, however, a question of men and or women doing work from each other, but of necessary adjustment of the sexes to changing economic conditions.

"The woman power of the Nation, made available by the increase in paid wage-earning women and 23,000,000 farmers' wives, should serve—and constitute an important economic contribution can, with the guidance of women leaders, make it a unifying force rather than ultra-feministic motives, take a vital part in building a sounder economic structure for the future."

WAGE CUTTERS RECEIVE GOVERNMENT CONTRACTS

Plasterers' Legislative Representative Declares Low-Wage Contractors Continue Evading Prevailing Wage Rate Law for Federal Public Works.

Philadelphia, Pa.—The difficulties of securing decent wages for building trades workers on Government contracts under the Bacon-Davis prevailing wage rate law are described by James R. Myles, legislative representative of the Operative Plasterers' International Association of the United States and Canada, in the "Plasterer," the official journal of that organization.

Pointing out that the contracting officers of the Federal Government have the power to cancel the contracts of contractors who fail to pay the prevailing wage rates, Mr. Myles declares that "these same wage-cheating contractors are coming back again, have secured contracts and proceed to cheat in the face of the statute prohibiting them from such violations."

Government Ignores Wage Rates

Mr. Myles claims the different departments of the Government pay no attention to wage rates when contracts are awarded. The contracting officers of contractors determine what the prevailing wage rate is in the locality where the public works are to be constructed. The contractors start the work at what they believe the prevailing wage rate to be. Building trades to gather the facts to show that the contractors are violating the prevailing wage rates established by organized labor.

Enforcing Wage Rate Law

In describing the course of the battle to preserve wage standards, Mr. Myles says the case is first taken to the contracting officer who made the Government who award the contract. From there it goes to the Secretary of Labor Wilbur. The case is then referred to the Solicitor of the Department of Labor, who is authorized by law to determine what the prevailing wage rates are. But the Labor Department does not have the authority to enforce its findings. On this point Mr. Myles says:

"The Department of Labor was created for the purpose of conciliation and mediation and has been instructed by the Comptroller General to call upon contractors for their wage rates when complaints are received that the contractors are violating the law. It is only when the Solicitor of the Department of Labor finds that the contractors are violating the law that the Department of Labor has the power to act. Then it is the duty of the representatives of the building trades to gather the facts to show that the contractors are violating the prevailing wage rates established by organized labor.

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Democracy Essential in American Education, Morrison Declares

Secretary of American Federation of Labor Explains Organized Labor's Interest in Education and Its Contributions to the Democratic Development of Our Schools.

Washington.—The absolute necessity of the principle of democracy in the schools of America and the influence of organized labor in making that principle a vital part in the education system were emphasized by Frank Morrison, secretary of the American Federation of Labor, in a radio address here on "The Schools and Democracy."

The address was given in the American Education Week program and broadcast over the National Broadcasting Company's network.

Mr. Morrison said, in part:

"Education is bound up unalterably with the establishment and perpetuation of democratic principles of government. Knowledge brings light to the mind and power to develop thought and reason. It inculcates in the individual a sense of security and poise that reacts as a defense against the coming of the unscrupulous who seek to take advantage of ignorance and of the timidity and helplessness that stalk with it.

Predatory Control of Wealth

"History shows that wealth has always endeavored to exercise control over the powers of government and to prey upon the weak elements in nations. This is as true in our own time and nation, as in any time in history.

"The pioneers of our movement realized that if the wonderful benefits of our form of government are to be perpetuated, the principles upon which it is founded must have meaning for and bring benefit to all the people.

"They demanded extending the advantages of education to all the people, as a first step toward an enlightened citizenship, enlightened upon its rights, duties and responsibilities in which all must share alike.

Opportunity for All

"Democracy means equal opportunity for all. To secure equal opportunity it is necessary that every one should have an equal opportunity for education, so that our boys and girls will be equipped to fill any position that offers itself and to fill it well in any office, either elective or appointive, in the gift of the citizens of our country.

A. F. of L. and Public Schools

"The most democratic organization in existence—the American Federation of Labor—has worked unceasingly from its birth in what was organized in 1881, to secure the enactment of legislation to make it possible that the children of the workers of our country shall have an equal opportunity, with all others, for an education.

Compulsory School Laws

"In 1881 there were 16 States and the District of Columbia that had compulsory school laws.

"Through agitation carried on by the American Federation of Labor and assistance from other organizations, we now have compulsory school attendance laws in all but one State in every State, District, and Territory of the United States, thus taking each and every child from the shop and mine and placing them in our schools.

Vocational Education

"The American Federation of Labor is favorable to and has urged vocational education. It favors education along lines that will assist the student to become proficient in whatever occupation or calling that he or she may desire to follow.

Best School Teachers Essential

"The teachers of the public schools should be men and women of the principles of democracy which principles constitute the basis of our free and independent citizenship.

"We should guard the public school by insisting that their school boards hire the best teachers obtainable. The teacher should be among the highest paid in public office, with few exceptions, the poorest paid. This is an inequality that must be remedied.

Importance of Labor's Influence

"In keeping with the record of organized labor that maintains a progressive attitude toward education in schools, colleges and other institutions of learning, we are glad to know that intelligent and constructive forces throughout the nation are looking more and more to labor for the development of increased interest in education.

"Owing to the widespread character of trade union organization, it is a source of satisfaction to know that the occasional tendency, in public educational circles, to favoritism at the expense of the many, has been discouraged."

Work Week Length in Sweden Varies from 24 to 48 Hours

Stockholm, Sweden.—Wide variation in the actual length of work in different industries was revealed by an inquiry carried out by the Swedish Department of Labor, at the request of the Ministry to determine the extent to which reduction in hours has been made necessary by the business depression. The data applied to the first fortnight of March, 1932, and surveyed 1,384 undertakings with 288,653 workers.

The general average was found to be 45 hours per week, the lowest figure, 30 hours, was in iron mines, in some of which employment is reduced the hours of work to 24 per week, which is 50 per cent below the normal level.

In the surveyed industries the average hours were 45 per week, while the average for the larger industrial groups, including iron and steel, the stone and clay industry, the wood industry, leather, fur, rubber, and match factories and the textile industry varied between 39 and 46 per week.

MORRISON AND RUBLEE SEEK SETTLEMENT OF COAL WAGE

New York.—Frank Morrison, secretary of the American Federation of Labor, and George Rublee, an attorney of Washington, D. C., were selected by representatives of the United Mine Workers of America and the anthracite coal operators to consider the proposal of the operators for reduced wage rates in the anthracite industry.

The selection of the board of two was made in accordance with present agreement which provides that if representatives of the miners and operators cannot reach a decision on the wage rate question after conferences lasting ten days the two groups shall select the board to adjudicate the dispute. The conference in New York deadlocked on the matter a month ago.

Mr. Morrison and Mr. Rublee have ninety days to consider the wage reduction demand of the operators. They told their first meeting in Washington, D. C., on November 11.

UNEMPLOYMENT INSURANCE PREVENTS REVOLUTION

British Fraternal Delegate to A. F. of L. Convention Says English Unions Are Holding Their Own Despite Depression.

Washington.—Mr. Charles Dukes, one of the fraternal delegates from the British Trades Union Congress to the coming annual convention of the American Federation of Labor, and Mrs. Dukes were visitors at the Federation's headquarters here. He is director of labor for the Manchester of the National Union of General and Municipal Workers and was a member of Parliament for the two periods when the Labor Party, although in minority, administered the government.

Mr. Dukes said that despite the prolonged depression the trade unions in Great Britain are very successful in holding their membership. He expressed the opinion that unemployment insurance is the major influence that prevents the British workers from resorting to revolution.

IGLESIAS WILL REPRESENT PUERTO RICO IN WASHINGTON

San Juan, Puerto Rico.—Santiago Iglesias, leader of the Puerto Rican trade union and Socialist movement, was elected Resident Commissioner at Washington by a large majority.

Mr. Iglesias was born in Spain 60 years ago. He emigrated to Cuba in 1889 and left there for Puerto Rico when General Weyler ordered all labor leaders deported from the island. He joined the Free Federation of Workingmen of Puerto Rico, which was chartered in 1901 by the American Federation of Labor. He also founded the Socialist Party in Puerto Rico in 1899, whose major purpose was to secure political power through the ballot rather than by a change in the system of production and distribution advocated by Socialist parties in other countries.

For many years Mr. Iglesias was the representative of the American Federation of Labor in Puerto Rico. In 1915 he was chosen secretary of the Pan-American Federation of Labor, with headquarters in Washington, D. C. He will receive the same salary as members of the House of Representatives, which is $9,000 a year.

Railway Company Pays Dismissal Wage to Workers

London, England.—"We regret to note that the L. M. S. Railway directors have decided to close down their steel works at Crewe, which will mean the dismissal of over 600 employes," says Man and Metal, the journal of the Iron and Steel Trades Confederation. "The reason given for their action is their inability to find the capital necessary for the modernization and reorganization of the plant, which they state is being run at a loss through old methods.

"We are pleased to note, however, that the company proposes to recognize one of the principles insisted upon by the Iron and Steel Trades Confederation in their demand for reorganizing the steel industry, namely, compensation for displaced workers.

"We understand that the company proposes to give each displaced worker a gratuity according to his length of service and to undertake the responsibility for the transference to other employment within the company's system, when this can be obtained.

"Leaders of the large industrial undertakings, who by rationalization have displaced thousands of workers, had applied the same principle, then a great deal of hardship would have been alleviated. The workers is very seldom considered, and we are glad to see that, even within the limits proposed, at least one industrial undertaking has some concern for the workers, whose its decision on policy falls so heavily."

M. J. KEOUGH, MOLDERS' UNION PRESIDENT, DIES

Cincinnati, Ohio—Michael J. Keough, president of the International Molders' Union of North America since 1924, died last week at his home here.

Mr. Keough's training in trade unionism began in Troy, N. Y., where he was born on November 11, 1859. He served his apprenticeship in the Terrence Iron Works and Gilbert's Car Shops in Troy, N. Y. Immediately on becoming a journeyman he was initiated as a member of Local No. 1 of the Molders' Union. He was a delegate to the Detroit convention, and was elected general vice-president in 1895, which office he held until 1902, when he became first vice-president.

For many years Mr. Keough was one of the prominent representatives of the labor movement at the conferences held with jobbing, machinery and stove foundrymen and for a long time was one of the conferees of the union with representatives of the employers' organization.

He was most successful as a negotiator with employers and as an adjuster of the complicated disputes which often arise and was generally recognized as expert on all questions pertaining to the stove plate and foundry industry in general.

Funeral services were held at Green Island, N. Y. John M. Frey, secretary of the Metal Trades Department of the American Federation of Labor and former editor of the International Molders' Journal, was among the trade union officials who attended the funeral.

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The general average was found to be 45 hours per week, the lowest figure, 30 hours, was in iron mines, in some of which employment is reduced the hours of work to 24 per week, which is 50 per cent below the normal level.

In the surveyed industries the average hours were 45 per week, while the average for the larger industrial groups, including iron and steel, the stone and clay industry, the wood industry, leather, fur, rubber, and match factories and the textile industry varied between 39 and 46 per week.

North Carolina Scraps Road Machinery to Increase Jobs

Raleigh, N. C.—Mr. E. B. Jeffress, chairman of the State Highway Commission, announced that "man and mule labor" will replace road machinery in the North Carolina highway construction program to be undertaken under the provisions of the Federal Emergency Relief Act.

Abandonment of machinery is expected to materially increase the demand for human labor. Mr. Jeffress added that employes will not be permitted to work more than 30 hours a week and that two shifts will be used.